



15 West 6th Street // Suite 900 // Tulsa, OK 74119

## Commitment to the Environment

Vital Energy, Inc.'s ("Vital" or "Company") commitment to the environment is embedded in everything we do. This statement serves to formalize our environmental oversight and associated commitments.

This Environmental Policy applies to all employees of Vital, both full-time and part-time, and to employees of our subsidiaries.

Vital recognizes its responsibilities as a steward of the land on which it operates. We take great pride in our comprehensive and holistic approach to managing and minimizing our impact on the water, land and air around us and we believe our facility design, technological advancements and data management are drivers of our performance. We comply with all applicable environmental regulations and embed environmental considerations into our Environmental Management System and consideration of future climate-related risks.

### Oversight

As part of our responsibilities to the environment, Vital has enacted the following practices relating to oversight and management of ESG-related considerations:

- The Nominating, Corporate Governance, Environmental and Social Committee is accountable for monitoring and evaluating programs and policies relating to ESG and climate-related matters. This committee has primary responsibility for the review of Vital's ESG performance, regulatory compliance matters and strategies and policies related to human capital management. Additionally, the committee also reviews ESG risks and exposures, including climate-related risks and Vital's actions for managing those risks, ESG communications, ESG trends and stakeholder concerns.
- Management of our daily ESG efforts is led by the ESG Management Committee, a multi-disciplinary team of leaders who are responsible for implementing, executing and assessing new and ongoing ESG efforts across the organization. The ESG Management Committee reports to the Board's Nominating, Corporate Governance, Environmental and Social Committee at each committee meeting.

### Environmental Commitments

We are committed to monitoring and improving upon our environmental performance, both from our direct and indirect activities, where possible. Relatedly, we aim to meet the following goals:

- Implement processes to establish and monitor environmental performance that provide targets for continuous improvement.
- Regularly communicate progress towards our environmental improvements, including (i) Reporting each year in accordance with the Sustainability Accounting Standards Board (SASB) standard for our industry and the Task Force on Climate-Related Financial Disclosure's (TCFD) framework, or their successors, as well as any industry supported standards we determine to be relevant; (ii) Reporting Scope 1 and 2 emissions each year; and (iii) reporting Scope 3 emissions related to use of goods sold.
- Engage with our stakeholders on their environmental priorities.

Vital is committed to integrating low-carbon transition technologies that can help us continue to grow our operations while ensuring a sustainable energy future.

### Environmental Site Selection

Vital is committed to not operate in protected areas or areas of high diversity value as well as areas designated under the International Union for Conservation of Nature (IUCN), United Nations Educational, Scientific and Cultural Organization (UNESCO) sites, Key Biodiversity Areas and designated wetlands. Furthermore, Vital is committed to responsible wildlife management and seeks to minimize disturbance from operations.

### Water Resource Management

Vital considers access to water a fundamental human right. Accordingly, Vital seeks to minimize our impact on freshwater supplies through continued expansion of our water recycling efforts. We take great pride in our comprehensive and holistic approach to managing and minimizing our impact on water. We recognize our role in helping protect natural resources, and we know that healthy water is a key component to a healthy planet.

Water is vital to our communities, and as an Exploration and Production company, water management is a key resource for our operational activities. Our company-operated water infrastructure provides a reliable source of water for our completion operations while providing low-cost takeaway capacity for flowback and produced water. Consequently, we are continuing to expand our water recycling efforts and are committed to increasing the amount of recycled water used in our Howard County operations to decrease the use of potable fresh water in an area of water stress. Accordingly, we have created a target that at least 50% of the water used in our completion operations would be comprised of recycled water by 2025.”

### Biodiversity

Vital recognizes its responsibilities as a steward of the land on which it operates and considers proper biodiversity management as an important facet of this stewardship. Our Biodiversity Policy focuses on minimizing, mitigating, and avoiding impacts to critical habitats and species. Vital does not currently operate on, adjacent to or in close proximity to, protected or priority areas for biodiversity conservation.

The Company is committed to not operate in protected areas or areas of high diversity value as well as areas designated under the International Union for Conservation of Nature (IUCN), United Nations Educational, Scientific and Cultural Organization (UNESCO) sites, Key Biodiversity Areas and designated wetlands. Furthermore, Vital is committed to responsible wildlife management and seeks to minimize disturbance from operations.

Vital works to identify and evaluate sensitive species and habitats during the initial stages of project planning. Our exploratory activities begin with assessments to ensure we do not operate in protected areas. We ensure that any expansion of our operations avoid critical areas of

biodiversity and help to facilitate environmental restoration as appropriate. We endeavor to mitigate operational impacts and demonstrate excellence in environmental stewardship.

Maintaining the trust of landowners is important to us. We reach out to our landowners to determine their wishes for their land and strive to minimize our environmental footprint. Furthermore, we encourage suppliers and vendors who work on our sites to maintain the same commitment to environmental and biodiversity stewardship. Should an issue arise on one of the Company's locations, the issue is reported to our EH&S Department in real-time via an internet-based reporting system. This system is monitored 24/7 to ensure we respond quickly and appropriately in the case of an emergency. All issues, regardless of severity, are reviewed by operations and EH&S personnel as part of our bi-weekly review process where we conduct root cause analysis to improve our process, identify causal factors, lessons learned and develop mitigation strategies.

We comply with all applicable environmental regulations and embed environmental considerations into our ERM process and consideration of future climate-related risks.

ADOPTED: 

DATE: January 9, 2023